

DHRM BULLETIN

Current Date: July 27, 1999
Effective Date: July 27, 1999

Reference: UCA 67-19-40 (Repealed 1997)
SB 201 (1991)
R477-8-7(9)

SUBJECT: Insurance Benefits for National Guard or Military Reserves

In 1991 the Legislature passed a bill instructing all agencies to continue to pay the premiums for health, dental and life insurance for military servicemen called up to active duty for Desert Shield and Desert Storm. Although the intent of the legislation was to cover servicemen and their families only for the period of Desert Shield and Desert Storm, DHRM interprets the long-term intent to allow for the payment of insurance benefits during these types of military conflicts. This does not include employees who are activated for training or for other special assignments outside of a defined military conflict.

National Guard or Military Reserve personnel who receive active duty orders outside of a defined military conflict have the following options for insurance coverage:

1. Insurance coverage by Tricare through the military. If the active duty orders are for less than 31 days, the individual will be covered by Tricare, but his/her family would not be eligible for coverage. If the active duty orders are for 31 days or more, both the individual and his/her family would be covered by Tricare.
2. Insurance coverage through the state. The state's portion of the premium will be paid by the agency for the 15-day period of annual military leave and for any period which the employee uses annual leave. Once the employee goes on a leave-without-pay status for a full pay period or more, he/she may continue state benefits through the provisions of COBRA for a maximum of 18 months. The cost to the employee will be 102% of the total insurance premium.

KSO\lmw

APPROVAL: _____

DATE: